

**2014 FCC EEO Public File Report for Charter Communications
12390 - CM Kent Cnty MI**

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: 3
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 26

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MI
FCC Unit 12390 - CM Kent Cnty MI

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1303767	Sr Sales Support Coordinator	Indeed.com	3	0
		Michigan Works	1	0
		Beyond.com	1	0
		Internal Career Portal	5	1
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
1303767 Total			10	1
1307932	Mgr, Local Sales I	Internal Career Portal	3	1
		Hero2Hired	0	0
		Hispanic Center of Western Michigan	0	0
		Asheville Area Chamber of Commerce Job Fair	0	0
1307932 Total			3	1
1304415	Sales Support Coordinator	Indeed.com	1	0
		Michigan Talent Bank	1	0
		Michigan Works	1	0
		Referral	1	0
		Resume Rabbit	1	0
		Internal Career Portal	8	1
		External Career Portal	0	0
		Hispanic Center of Western Michigan	0	0
		Grand Valley State University	0	0
		Baker College	0	0
		Middle Tennessee State University Fall Career Fair	0	0
		Tennessee State University Fall Career Fair	0	0
1304415 Total			13	1
Grand Total			26	3

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	16
External Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	0
Direct Employers	http://www.directemployers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Referral*					NO	1
Hispanic Center of Western Michigan	1204 Grandville Ave SW	Grand Rapids, MI 49503	Deisy Madrigal		NO	0
Indeed.com*					NO	4
Michigan Works*					NO	2
Beyond.com*					NO	1
Asheville Area Chamber of Commerce Job Fair	36 Montford Ave.	Asheville, NC 28801		828-258-6114	NO	0
Michigan Talent Bank*					NO	1
Resume Rabbit*					NO	1
Grand Valley State University	1 Campus Drive	Allendale Charter Township, MI 49401	Career Center	616-331-3311	NO	0
Baker College	1116 W. Bristol Rd.	Flint, MI 48507	Career Services	810-766-4200	NO	0
Middle Tennessee State University Fall Career Fair	1301 E. Main St.	Murfreesboro, TN 37132		615-898-2500	NO	0
Tennessee State University Fall Career Fair	3500 John Merritt Blvd.	Nashville, TN 37209		615-963-5981	NO	0

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/3/14 - 6/6/14	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills